The practices in each profession moves through lot of changes. The medical field is one of these which always travel through lots and lots of different practices and techniques. It is mandatory to know about the changes in each profession. Many problems and delay are occurring in most of the professionals as because of the lack of efficiency, knowledge and capability. This problem became a threatening in health care system in patient care. Many nurses were not able to cope up with the new inventions and recent practices. Then the studies conducted on the basis of this problem. These studies further moved to find out the solutions for the problems facing in health care field due to lack of knowledge and experience. The critical thinking became inevitable in order to reach at the professional development. Here comes the plan of Continuous Professional Development (CPD) and Continuous Education (CE). The researches found that these are the components which can manage the problems facing in the provision of better care to the patients. So here describes an essay regarding the importance and role of CPD in all ways.

Continuous Professional Development can be defined as a group of study materials or activities which enables the professionals to develop and maintain a good career throughout their life by improving their capacity to practice safely, legally and effectively (Burton & Ormrod, 2011).

CPD has to be overviewed as a framework that exhibits a good knowledge and better practise for the development of lifelong learning which contributes professional as well as personal development. CPD can identify the lack of knowledge and skills and can create or search for a better opportunity to develop more learning practices to fulfil those gaps (Galpin., Bigmore & Parker, 2011). The important benefit occur from continuing education is that the companies become capable to develop and provide better learning practices to meet the needs of their workers and can gain a highly skilled workforce (Knust & Hanft, 2009). CPD can generate various approaches and can provide considerable challenges to each individual who makes decision and select activities which will result in a good outcome not only for themselves but also for the organisations. Professional learning can provide a supportive framework that can reach at the successful implementation of work enhancing activities. The relation between CPD and Continuous Education become successful only when there precipitates several factors such as concept of teaching, reflection, purpose, sense, action, input and feedback (Steward, 2009). Long term works without CPD in the same environment and in the same way can tend to pick up bad habits in the practice and that can lead to a poor professional career. So it is necessary that the CPD has to be engaged with continuous learning in order to attain a good professional qualification (Galpin., Bigmore & Parker, 2011).

The professional development for nurses is mainly influenced by several factors such as different maintenance, improvement and widening of their knowledge with a marked increase in the development of personal qualities in order to carry out their duties. In 2000, several planning’s done by the government to provide education, training and professional development for social and health care workers. CPD refers some principles for the professional development and quality of nurses in their care. Some of these are to maintain registration, personal development, improvement of practice standards and protection against litigation (Thornbosy, 2009).

The employees and the organisations are strictly responsible to ensure that their works confirms its excellence. In order to precipitate the highest standards of clinical excellence, the organisations should achieve and has to maintain a proper skill and knowledge for the nursing staff as well as other employees. The National Health Service (NHS) organisations are responsible to support the nursing in order to maintain and expand their competency. There is a partnership between the employee and the employer to create and manage professional competencies and to attain appropriate care based on the evidence based practice. Reflection can evaluate ones practice, determine his or her inability. Based on this, the areas for the development can be identified. The clinical supervision helps the nurse practitioners to expand their knowledge. This also helps them to be proficient in clinical and to attain confidence in their practice (Sines., Saunders & Burford, 2009).

Lifelong education or learning reflects with CPD by stimulating a large influence in nurses individually, professionally and when as a health team. Some would like to continue their education as because of own interest and some because of outside pressure. But most of the nurses become willing to continue learning as because the education can improve their knowledge and clinical skill. This mentality can make a considerable change in the advancement of different therapeutic measures and influence in the maintenance of close relationship between the peer groups. These trends can lead to the fulfilment of professional satisfaction (Thomas, 2010). Even though all of professional practitioners know the importance of CPD and long learning, the wish to attain this are blocked by certain circumstances. These include family responsibilities, expense of the course, tight and different work schedule and shortage of leave. However the nursing tutors can help to manage this by selecting accessible and affordable courses for nurses. They can arrange the classes according to different shifts and can schedule breaks in between semesters. The arrangements have to be done in urban as well as rural areas (Dona, J & Theresa, J. 2010).

The Australian nursing board is mainly focussing on distinctive patient care and so that they initiate and support the improvement of continuous education among nurses. This helps in the improvement of the capability of nurses and can evaluate themselves according to their reflections. The nursing board has a strict principle that every nurse has to attend at least 20 hours of their education in learning new skills. The board is responsible to observe and evaluate each nurse in every three year according to this principle (Lee, T. 2010). The nursing standard is observed being through surveys under various circumstances of care includes practice, provision, management and collaboration. These basic standards when put into the nursing field can help the nurses to provide a distinctive care to the patients by a marked development in their knowledge and skills. Thus a successful care can be provided to the patients with pure safety and on good technical basis (Elizabeth, M & Sherryn, S. 2009).

The prosperous competency in nurses can be attained only through development. A nurse can evidence the basic standards by using their appropriate knowledge, learned skills and personal attributes in their performance. As because the nurse is the one who has to take independent decisions during intensive care, it is necessary to assess his or her competency in the provision of care. It is difficult to assess the capability of nurses but can be done based on CPD. This results in the initiation of different competency programs which can evaluate the competency as well as the response of nurses towards each group (Lindberg, 2003). These assessments plays major role among nurses as because they can understand their weak points. Thus they can focus on the strengthening of those points and can replicate an elaborative positive growth to achieve a goal as professionals. The practice of distinctive teaching methods and strategies lead into a successful interest among nurses which easily understand and gain an interest in active learning results in an improvement of knowledge and competency among them (Zapp, 2001). All of the registered nurses (RN) are supposed to attend classes on emergency care and so that they can attain enough confidence in some acute situations. In order to use different skills and provide technical care, the RN is the one who has to attend more classes based on CPD. Meanwhile the nurses are the ones who faces and more at the risk of diseases. However, as because the efficiency of nurse plays most important role in clinical practice, it can be provided a safe and skilled practice in the care by coping up the nurses with continuous learning’s and professional development (Mayes, p & Schott-Baer, D. 2010).

It is necessary to do new experiments based on the recent circumstances. The successful results of these experiments can be described into the courses, but has to be provided in education with trained educators. Meanwhile a big shortage in the field of nursing educators resulted and created a threat to the knowledge and competency of nurses. This has then managed by the provision of all practical methods during the time of education in school as well as college of nursing. A complete rapport came into being within the new comers and the experienced staff. The provision of this relation lead into a good result in which the fresher’s were capable to clear their doubts from the working staff concluded with a good practice of experience. Thus a continuous learning formulated and benefitted by moulding up of efficient nurses with distinctive patient care (Alteen., Didham & Stratton, 2010).

A major problem faced by health system is the lack of nurses in critical care areas. In order to manage this problem, the recruitment of graduate nurses from different places has been started. But the lack of experience for those new recruited ones created a lack of sufficient care to the patients. Then it reported the necessity of CPD among nurses to maintain and manage the provision of health care. So it has planned to attain deliberate competency in nurses mainly based upon the perception and performance of nurses. Here conducted close monitoring of the working nurses to identify the areas which face lack of knowledge and skill as because the safe practice becomes the most important objective of competency. These surveys gained a result that the safe practice and secure environment can be provided only by improving the capability and knowledge in practice in patient care. This can be achieved by continuous learning and professional development. The provision and evaluation of this has to be done by various health organizations. There should be better chances for fresher’s to practice under the guidance of nursing educators. The nursing educators can teach them to attain a safe and successful practice (Ramrutu & Bernard, 2007).

The primary role of an RN is to provide a safe and secure care to each patient. Here comes the importance of CPD in the therapeutic life of RN. Several methods can be used in teaching them especially includes the in-service education and academic courses. This helps the RN to achieve latest information’s in health care. She or he will be able to know about the recent variations or practices in medication as well as related care (Dickerson, 2010). Evidence based practice is one of the methods to achieve greater competency in professionals. Here it reflects an outcome of practical knowledge and the importance of decision making in patient care. The therapeutic steps vary according to different areas. This means the care provided to an urban population may vary from it to the rural population. Anyhow the focus of the evidence based practice is to identify the actual need of patients and to do a reflection on those needs. As a co-relation to this researches are conducted and identified the essential factors to provide safe and better health care to the patients (Dicenso, 2005).

Reflection is another important process to learn from practice. Each nurse can study from their own practice. Lot of reflections can occur throughout the professionals when it goes as a long time practice. It is better to focus on the reflections and that can be discussed among all. These discussions can make its vital role in identifying the lack of services provided and facilitates further more methods to manage that. This is a better opportunity for the nurses to do an assessment among them and to set up goals in future. But this may be hidden at most of the times as because of the generation of fear. However, the nurse has to take everything in a positive attitude and has to discuss the reflections among peer groups in order to find out the solutions and to manage the lack of services provided. The proper communication and feedback can facilitate this in all ways (Arcus & Toit, 2006).

The quality of is care also influenced by the use of intelligence by each nurse. If he or she focuses on the practices had before, it is easy to improve the quality of care based on the improvements provided from previous practice. The knowledge become valid only if use in particular areas where it needed. The cognitive skills have to be used in the assessment of patient care by creating appropriate interventions and setting up of better standards. Several states and countries are reporting the results occurring due to the lack of these standards. For example, in 2007, USA reported an approximate calculation of medicine errors among 15million patients (Institute of Medicine, 2008).

‘The Health is Wealth’, is a statement which explains the need to give more and more attention for the importance of maintenance of health to its greater extend. So it is necessary to attain a safe and secure patient care in order to decrease the health problems throughout the whole world. This has to be obtained from several practices. Continuous Professional Development and Continuous Learning are closely related. These are the only ways for nurses to attain good knowledge and practice in their profession. The teachings, reflections and practices of the previous professionals plays vital role in the formation of the base of future generations. So it can be concluded with a specific statement that the CPD has its importance in the learning and improvement of all.

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